

Freedom Academy

One-Time Performance-based Compensation Program

2008-09

Freedom Academy has had in place for two years a meritorious performance plan available to all full time teachers. The plan below incorporates that merit plan as well as some additional items required by the state to qualify for the Compensation available for the 2008-09 school year.

I. Who is eligible:

All full time certified and state approved ARL teachers may participate in the compensation plan for the 2008-09 school year. Employees who work half time or part time are eligible to participate on a limited basis aligned with their contracts.

II. Criteria:

Compensation will be awarded upon submission of the outlined specifications (see attached document) in April 2009. Documentation of all items will be included for review by the Director of the Academy. Points earned and award amounts by individual employees will be determined after review and submitted to the Financial Director

III. Tools for evaluation:

Freedom Academy formal teacher evaluation forms will provide the evidence for the two successfully completed observations during the fall and spring semesters. The Meritorious Performance check list and attached documentation will serve as the other evidence and provide measurable growth for compensation.

IV. Amount of compensation:

Based on the average monies awarded in the 06-07 and 07-08 school years, and aligned with the monies available from the state, a dollar amount will be assigned per point earned. The estimated range will be from \$33 - \$65 per point. Employee total earnings will be awarded in their June 5, 2009 pay check.

V. Design:

Freedom Academy's teachers and administration along with Governing Board approval have determined that participation is based on individual performance at this time. We have discussed other grouping options and the individual participation continues to be the option of preference.

In addition: records from the first two years indicate that 95% of the teachers participated on various levels. Our budget for this program is based on the 100% option that all teachers may choose to participate at the 100% level and adjustments to funding will be made as necessary.

See attachments -

Meritorious Performance Opportunities

Freedom Academy 2008-09

- ____ Present at a state or national conference
- * ____ Increase in student test scores (whole class average) from prior year by 3 percent or more in a subject area
- ____ Lesson plans turned in weekly during school year in computer format including objectives and references to Grader Books throughout year
- * ____ After or Before school club sponsorship
- * ____ Completed graduate classes
- ____ Successfully complete two formal teacher evaluation/observations (pre and post conferences included)
- ____ Completed additional state endorsement
- ____ Attend two Governing Board meetings during the year
- ____ Higher than normal personal attendance rate i.e. using 2 or less sick days and 2 or less personal days
- ____ Grant writing success
- ____ Developing and teaching a new curriculum unit aligned with CK and State
- * ____ Fall ____ Spring ____ 100 percent each semester at parent teacher conferences
- ____ Student attendance rate of 97% class average or higher for school year
- ____ Committee activity:
 - Chair one of the following major school committee - Accelerated Reader, Character Ed, Ed Team, Love and Logic, Sports, Fine Arts, Social Committee, or Student Council
- ____ Serve as a PTO teacher representative (one K-4, one 5-8)
- ____ Minimal student office referrals (3 or less per year - Level III)
- ____ Golden Apple award recipient
- ____ CPR certified
- ____ Home visits - 5 per year (must complete all five)

** indicates options that may count as more than one point

Teachers will submit to the Director, documentation that will be evaluated and summarized at the end of each school year. Merit/Performance pay will be included in the final check of the contract year.

FREEDOM ACADEMY TEACHER EVALUATION

Name _____ Grade/Subject _____ # of students _____

Pre-observation date _____ Observation date _____ Post-observation date _____

	Basic	Developing	Proficient	
Exceptional				
I. Instruction	1	2	3	4
1. Instructional time is used effectively.	_____	_____	_____	_____
2. Lesson planning was evident.	_____	_____	_____	_____
3. Instruction is built on student strengths, interests, background, language and prior knowledge.	_____	_____	_____	_____
4. Instruction incorporates strategies for developing student self-discipline and responsibility.	_____	_____	_____	_____
5. Teaching strategies accommodate a variety of Learning styles and are developmentally appropriate.	_____	_____	_____	_____
 II. Curriculum				
1. Promotes critical thinking, problem solving and life skills acquisition.	_____	_____	_____	_____
2. Follows the core curriculum adopted by the Academy and state as applicable.	_____	_____	_____	_____
3. Prepares students for lifelong learning.	_____	_____	_____	_____
4. Extends curriculum to meet every student's needs.	_____	_____	_____	_____
*IEP students _____ ELL students _____ Title I students _____				
Differentiated strategies _____				
 III. Environment				
1. Has high expectations of students.	_____	_____	_____	_____
2. Creates and maintains an organized, positive and safe learning environment.	_____	_____	_____	_____
3. Communicates effectively with students, Director, colleagues and parents.	_____	_____	_____	_____
4. Classroom management techniques promote responsibility and self direction.	_____	_____	_____	_____
5. Completes routine tasks effectively, accurately and amicably.	_____	_____	_____	_____
 IV. Diversity Appreciation				
1. Program and practices ensure equity and inclusion.	_____	_____	_____	_____
2. Culture, ethnicity, gender, age and individual abilities are respected.	_____	_____	_____	_____
3. Knows, understands and makes all accommodations Necessary for all IEP and 504 students	_____	_____	_____	_____
 V. Home and Community Partnership				
1. Communicates frequently with students and parents.	_____	_____	_____	_____
2. Collaborates with community agencies to provide enriching student experiences.	_____	_____	_____	_____
 VI. Leadership				
1. Has high expectations of self and sets examples for students.	_____	_____	_____	_____

2. Focuses on student growth and achievement.	_____	_____	_____	_____
3. Sets goals for self and students.	_____	_____	_____	_____
4. Models problem solving and involves students in planning.	_____	_____	_____	_____
5. Builds and maintains trust with students, parents, staff and Academy.	_____	_____	_____	_____
6. Teacher takes opportunities for professional growth and presents information to staff when applicable.	_____	_____	_____	_____
7. Teacher serves on school committees and contributes to the professionalism of the school community.	_____	_____	_____	_____
8. Effective/consistent grade level team member/planning	_____	_____	_____	_____
VII. Human Resources				
1. Teacher is accountable for his/her job responsibility.	_____	_____	_____	_____
2. Teacher attends meetings as called by the Director.	_____	_____	_____	_____
3. Teacher uses supplies, materials, curriculum and all Academy property with care and responsibility.	_____	_____	_____	_____
VIII. Organizational, Management, Assessment and Planning				
1. Teacher administers all assessments and testing in correct and proper manner.	_____	_____	_____	_____
2. Student records are accurate, organized and accessible.	_____	_____	_____	_____
3. Grades and reports are completed in a timely manner.	_____	_____	_____	_____
4. Teacher consistently advises administration of progress, needs, concerns and achievements, both personal and for students.	_____	_____	_____	_____

Comments:

This section is a collaborative opportunity between the teacher and the Director designed to develop personal and professional goals and objectives congruent and supportive of Freedom Academy's mission and vision for creating an excellent environment not only for students, but for all personnel in which to work and learn.

Teachers, please complete the following sections with your goals for this year. You will be asked to examine and evaluate these goals at the end of this school year and indicate progress achieved in meeting your goals. Be realistic and self-searching in creating a plan for your best professional and personal growth.

Grade/subject taught this year_____

Name_____

Goals and objectives written in measurable terms for four areas; two curricular and two personal/professional.

1. Expected results (what, when)

2. Expected results (what, when)

3. Expected results (what, when)

4. Expected results (what, when)

End of year summary:_____

Teacher

Date

Director

TEACHER OBSERVATION SEMESTER	FORMAL/INFORMAL	FIRST/SECOND
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TEACHER OBSERVATION SEMESTER	FORMAL/INFORMAL	FIRST/SECOND
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TEACHER OBSERVATION SEMESTER	FORMAL/INFORMAL	FIRST/SECOND
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Teacher_____Class_____Date_____

Time_____

Lesson taught_____

Objective_____

Pre-assessment/prior knowledge strategy_____

Lesson presentation_____

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Closure_____

Post assessment of lesson effectiveness_____

Comments_____

10-04